

COUNTRY BASELINE UNDER THE ILO DECLARATION ANNUAL REVIEW

Bahrain - 2021

THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

REPORTING

Fulfillment of Government's reporting obligations

100 Fulfillment of Government's reporting obligations

Yes

Involvement of Employers' and Workers' organizations in the reporting process

91. When preparing its report, the Government consulted [10.1]

a) The most representative employers organizations, b) The most representative workers organizations

92. To which employers organizations was the report sent? [12] Please provide the list

Bahrain Chamber of Commerce and Industry

93. To which workers organizations was the report sent? [13] Please provide the list

The General Federation of Bahrain Trade Unions
Bahrain Free Labour Unions Federation

94. Please describe the consultation process(es). [10.2]

A copy of the report sent to the social partners

OBSERVATIONS BY THE SOCIAL PARTNERS

Employers' organizations

95. Did employers organizations comment on the report? [11a]	No
Workers' organizations	
96. Did workers organizations comment on the report? [11b]	No
EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT	
Ratification	
Ratification status	
100-111 Ratification status	C 100: not ratified C 111: ratified
Ratification intention	
35. What are the prospects for ratification of Convention No. 100?	Unlikely
37. What, if any, are the impediments to the ratification of Convention No. 100?	1. The incompatibility of some provisions with the national legislations. 2. Lack of capacity to fulfill ILO constitutional requirements.
Recognition of the principle and right (prospect(s), means of action, basic legal provisions)Recognition of the principle and right (prospect(s), means of action, basic legal provisions)	
38. Have there been changes in law and practice in your country as regards the elimination of discrimination in respect of employment and occupation?	Yes
39.b. Legislative developments	Recently, two major amendments in this regard were approved. The first amendment, 2018, added a new article that prohibits discrimination between all

	<p>categories of workers in aspects of sex, origin, language, religion or creed, in accordance with the principles enshrined in the Constitution of the Kingdom of Bahrain and related labour conventions and conventions. Under this provision, the employer is prohibited from discriminating between his employees in all the labour rights stipulated in the labour law in the private sector, which include labour contracts, working hours, leaves, training, wages and freedom of association, as well as occupational safety and health requirements. It should be noted that this provision covers domestic workers as well as expatriate workers. This amendment, which was approved in accordance with the recommendations of the International Labour Organization, provides for penalties against employers. The second amendment, 2021, declared the equality between men and women in terms of wages. It also expands the right of women to join any kind of job and to work at all the shift times as the men.</p>
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Exercise of the principle and right

Special attention to particular situations

<p>43. Has particular attention has been paid to specific groups of population, workers or sectors of activity in the efforts to promote the elimination of discrimination in respect of employment and occupation?</p>	<p>No</p>
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Promotional activities

<p>40. Have efforts been made to promote the elimination of discrimination in respect of employment and occupation in your country?</p>	<p>Yes</p>
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41. If yes, Please specify:

d) Awareness-raising

Special initiatives-Progress

42. Have any initiatives resulted in successful examples or good practice in promoting the elimination of discrimination in respect of employment and occupation?

No